

ADDENDUM

The 1996 Hanford Site Work Force Restructuring Plan U.S. Department of Energy - Richland Operations Office

This Addendum to the 1995 Hanford Site Work Force Restructuring Plan (Plan) is being issued to update the existing plan to reflect current restructuring activities at the Hanford Site, as well as program offerings and business decisions, and to incorporate the most recent Headquarters Interim Planning Guidance for Work Force Restructuring. This Addendum and the 1995 Plan represent the Hanford Site's plan to mitigate the impacts to any future work force restructuring or until another addendum is issued.

PART I - PUBLIC INVOLVEMENT

Teams comprised of DOE, contractor, and community representatives reconvened in early 1995 to review the Training and Education, Outplacement, and Community Transition sections of the Plan. The Training and Education, and Outplacement teams reviewed the sections to clarify issues that are summarized in this Addendum. Results of their efforts will also be utilized in the administration of the initiatives contained in those sections. In addition, advance copies of the abridged Community Transition section were distributed to the community team including the Community Reuse Organization (CRO) to solicit input and feedback. A summary of the public comments received during the comment period in January of 1996 is included as Appendix A. DOE wishes to thank the community and employee teams for their many hard hours of work in the development of this Addendum.

The most recent HQ Interim Planning Guidance for Contractor Work Force Restructuring, the 1995 plan and this 1996 addendum can be accessed by employees on the Hanford Site with computer stations through the Hanford Local Area Network (HLAN). Copies are also available at public libraries, the DOE Public Reading Room, and libraries on site.

PART II - BACKGROUND

RESTRUCTURING ANNOUNCEMENT

January 10, 1996

300-500 affected positions

In February 1995, the U. S. Department of Energy, Richland Operations Office (RL) announced the need to reduce the Hanford Site contractor work force by an estimated 4,800 positions during FY95-96. The need to reduce the work force was the result of budget reductions,

implementation of management cost-efficiency initiatives, and new contracting arrangements. Included on the next page is a summary of reductions that have occurred from October 1, 1994, through June 30, 1996.

In addition, as a result of the 1996 offering of an Enhanced Retirement Program (ERP) to the employees of Westinghouse Hanford Company and its integrated subcontractors Boeing Computer Services Richland and ICF Kaiser Hanford (WHC/BCSR/ICF KH), and Bechtel Hanford, Inc. (BHI), approximately 550 employees were off the employment rolls by September 30, 1996.

Hanford Site
FY95 Work Force Restructuring Plan
Reductions through June 30, 1996
10/01/94 - 06/30/96

of HEADCOUNT reductions that have taken place at Hanford

CONTRACTOR	ERP	VROF	IROF	NET ATTRITION	SUBS	TOTAL
WHC	696	963	1,021	331	350	3,361
PNNL	230	425	183	0		838
BHI	16	117	55	0		188
HEHF	6	30	2	15		53
MACTEC/PAI			153	24		177
TOTAL	948	1,535	1,414	370	350	4,617

As announced on January 10, 1996 (see Appendix B) actions to improve the efficiency and cost-effectiveness of operations at the Site, and to implement reductions to the FY96 budget were necessary and impacted an estimated 500-600 positions. These initiatives included privatization and outsourcing of site operations, infrastructure, and services currently performed by site contractors; continued reductions in overhead costs; and the reengineering of processes and services. As a result of implementation of these initiatives, some restructuring of the work force can be expected through 1996 and 1997. Reductions to the FY97 budget and the recompetition of the Westinghouse Hanford Company (WHC) contract, including the ICF Kaiser Hanford (ICF KH) and Boeing Computer Services Richland (BCSR) subcontracts, may result in additional work force restructuring. Restructuring programs will be announced as additional information becomes available.

Employees that transition to the successful bidder of the Project Hanford Management Contract (PHMC) or its integrated or lower tier contractors will be considered continuously employed and will not be eligible for benefits under the work force restructuring plan as a result of transition.

Eligibility Criteria - the Job Attachment Test

These criteria are not applicable to severance pay calculations unless expressly referenced in the severance pay package. Each company will follow its established severance pay procedures and eligibility requirements. To be eligible for additional benefits under the Plan pursuant to section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (excluding severance pay), employees must meet the following criteria:

A. Regular Employees:

- 1) must have been working at a defense nuclear facility on September 27, 1991 (the day the first unilateral reduction of the Nation's nuclear weapons stock pile was announced, which is considered to be the end of the Cold War for the DOE);
- 2) must have worked full-time (or regular part-time) at a facility from that date (September 27, 1991) through the date of the work force restructuring notification (January 10, 1996); and
- 3) must have accepted a voluntary separation incentive or have been involuntarily separated within the DOE complex as a result of restructuring.

**ELIGIBILITY
Regular Employees**

- Employed at a DOE defense site on September 27, 1991
- Employed from September 27, 1991 through January 10, 1996
- Accept voluntary separation incentive or involuntarily separate due to restructuring

B. Intermittent Workers, Including Construction Workers:

- 1) must have been working at a defense nuclear facility on or before September 27, 1991 (the day the first unilateral reduction of the Nation's nuclear weapons stock pile was announced, which is considered to be the end of the Cold War for the DOE);
- 2) must have worked at a facility within 180 days preceding the work force restructuring notification (between July 14, 1995, and January 10, 1996);
- 3) must have worked at a facility a total time, including time worked prior to September 27, 1991, equivalent to an employee having worked full-time (40 hours per week) from September 27, 1991, to the date of the work force restructuring notification (January 10, 1996) which is equal to 8,880 hours, or have actually worked full-time from September 27, 1991, through the date of the work force restructuring notification (January 10, 1996); and
- 4) must have been affected by the announced restructuring.
For an intermittent worker, this includes the interruption of a project before its anticipated completion, or the completion of the assignment or project without prospect for a follow-on assignment at the site where the employee had a reasonable expectation of a follow-on assignment.

**ELIGIBILITY
Intermittent Employees**

- Employed at a DOE defense site on or before September 27, 1991
- Worked at a facility during the 180 days preceding January 10, 1996
- Total career hours equal to or greater than 8,880 hours
- Employee's current position directly affected by restructuring

PART III - OPTIONS to MINIMIZE LAYOFFS

Work Force Planning

Work force planning is a key element in assuring that work force restructuring is accomplished with the objective of minimizing layoffs and maximizing the accomplishment of the Hanford Site Mission. The current headcount, by Common Occupational Classification System (COCS) job families, for Hanford's prime contractors as of June 28, 1996, is on the following pages.